

## ABSTRACT

### **Person Job Fit Analysis As The Basis For Improving Nurses Performance in Soerya Mother and Child Hospital, Sepanjang**

Hospital efforts to provide excellent health care quality are strongly influenced by the performance of the service providers, including the nurses. Several studies mention that performance is supported by person job fit. This research portrays that the person job fit concept can be achieved when the job demand is suitable with the nurses characteristics. The nurses competences include knowledge, skills and legal aspects. The performance data of Soerya Mother and Child Hospital in 2010-2012 showed that the nurses division had the lowest performance: the average point of the nurses performance was 2,52 out of 4. The objective of this research is to analyze person job fit as the basis for improving the nurses performance. This research used analytical research which was carried out in October 2012 until July 2013. The population and sample of the research were all the 25 nurses. The variable was person job fit consisting two subvariables. The subvariables were person and job. The person subvariable was the characteristics of the nurses, that is, the nurses competences: knowledge, skill and legal aspects. The job subvariable was the nurses job position, that is, the nurses structural level and jobs in the emergency room, outpatient ward, inpatient ward and neonatal ward. The instrument used for collecting data were questionnaires and checklists. The result of the analysis showed that only 5 nurses are fit or suitable to work in Soerya Mother and Child Hospital. The 4 nurses whose main jobs are in the inpatient ward are fit or suitable to work there and when they are doing the floating task in the outpatient ward and 1 nurse whose main job is in the neonatal ward. The 20 other nurses are missfit or unsuitable to work in Soerya Mother and Child Hospital, Sepanjang.

**Keywords:** person job fit, competences, performance, nurses